



The Pipeline

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EAL skill sessions may help with New Year's resolutions

*By Anya Armes Weber,
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As the 2003 progresses, many staff are trying to stick to the resolutions they hope will improve their lives.

Some may have resolved to better serve their customers and work more productively within their teams this year. Both are goals of Comprehensive Family Services, and both goals can be enhanced with skills learned in Everyone a Leader sessions.

Most staff have finished the seven sessions, but some lack one or two sets to earn their EAL certificate of completion.

EAL sessions are offered monthly for new employees and as makeup sessions for those who couldn't attend every one with their teams.

What's new in your life since you completed the Everyone a Leader skill sessions?

Many offices have seen staff changes through retirements and transfers in the past several months, making now the perfect time to renew your commitment to the principles of EAL.

Changes at work or in your personal life can change your behavioral style, or your DISC profile. The way your coworkers communicated with you last year may not be as effective now.

Are your office's common goals clear to your new staff? Does your office have fewer staff doing the same amount of work? EAL's Set 5 – Problem Solving/Decision Making and Team Development – can help you better use



your limited time to work toward solutions.

Individually or as a natural office team, staff can attend any one of the seven EAL skill sets.

To sign up for a class, log onto the Online Registration System's

(ORS) Web site at <http://tris.eku.edu/ors/>. Click on "User Login." You'll have to register with a username and password. Electronically submit your registration, and you'll be notified once it's confirmed.

Sets are planned for the third Tuesday and Thursday of each month. Most sessions will be at the same time and conference room each month.

Sets meeting on the third Tuesday of each month are as follows:
Set 1 – Basic Principles, 8:30 a.m., small training room
Set 3 – DISC and Conflict Resolution, 1 p.m., small training room
Set 5 – Problem Solving/Decision Making and Team Development, 8:30 a.m., large training room

Sets meeting on the third Thursday of each month are as follows:
Set 2 – Ladder of Inference, Dialogue Model and Left-Hand Column, 8:30 a.m., small training room
Set 4 – Meeting Management and Brainstorming, 1 p.m., small training room
Sets 6/7 – Social Oppression and Understanding Your Customer, see ORS site for times and locations

Facilitators for each set will be listed on the ORS Web site, so feel free to e-mail them with your questions.

Sign up now for the February sets, meeting on the 18th and 20th.

See column three of page two for the ABCs of EAL. This week's tip – beginning with the letter "R" – discusses well-defined roles.



Gov. Patton explains potential budget cuts in Human Services last month.

Patton announces \$250 million in Medicaid cuts

The state Medicaid program will make more than \$250 million in cuts to deal with increasing enrollment and growing costs, Gov. Paul Patton announced today.

The Medicaid program is facing a \$450 million deficit next year. Most other states are facing a similar situation with their Medicaid programs. According to a recent Kaiser Family Foundation survey, 49 states are making plans or have already acted to reduce Medicaid spending growth.

Kentucky's Medicaid program has an annual budget of approximately \$4 billion and provides health care coverage to more than 600,000 people. The number of people on Medicaid this year is expected to exceed projections by 41,000 individuals.

Gov. Patton noted that the state has been addressing problems with the Medicaid budget for nearly two years. He appointed a Medicaid Steering Committee in 2001 to start dealing with the problem, thus helping to avoid making painful cuts until now.

"To date, this effort has achieved great success," Gov. Patton said. "Despite increasing pressures on the program, we have been able to balance the Medicaid budget for fiscal years 2001 and 2002, produce annualized savings of \$201 million, and access additional federal revenues without making across the board cuts to providers and without reducing eligibility."

However, increasing health care costs and a growing number of Medicaid recipients is forcing the state to make cuts in the program. Some of the specifics include:

- Eliminating the low intensity level of care for people seeking to qualify for nursing home care or the Home and Community Based Waiver services. This means Kentucky, like most other states, will have one level of care.
- Estimated savings of \$45 million.
- Equalizing Medicaid payments for people who are dually eligible for both Medicare and Medicaid. Medicaid currently pays any deductible or co-pay for these recipients for outpatient services. With the change, Medicaid will not pay deductibles or co-pays if it exceeds the Medicaid rate. This will not affect services to the approximately 86,000 people dually eligible by both programs. All other states in the Southeast have implemented this change. Estimated savings of \$53 million-\$57 million.
- Requiring \$3 co-payments for optional services including adult users of dental, chiropractic, optometry, podiatry and audiology services. Children, pregnant women and those living in institutional settings are exempt from co-pays. Estimated savings of \$1.7 million.
- Restructuring of the Home and Community Based Services Waiver by placing limits on homemaker services. Estimated savings of \$8 million.
- Imposing a Certificate of Need moratorium on health care facilities.
- Placing limits on what Medicaid pays for generic drugs. Estimated savings of \$19 million.

Other plans include shifting the billing of some drugs to Medicare and developing a new payment system for outpatient hospital services.

Health Services Secretary Marcia Morgan said every effort was made to avoid reducing services to the most needy Kentuckians.

"Some of these cost containment actions would be necessary to bring spending in line with good management practices,"

Morgan said. "However, Governor Patton has had to make tough choices which will be painful to providers and recipients alike. The consequences of these actions will be felt throughout the commonwealth."

Kathy Kustra, special advisor to the governor on Medicaid, said "a number of the measures announced today make good sense in restructuring how we pay for certain services. However, many other cuts are changes that none of us ever wanted to contemplate much less implement."

Next live chat on CFS Forum is Monday

By Anya Armes
Weber, CFC
Communications

Join the conversation Monday on the Comprehensive Family Services Forum – the online tool that allows staff to share ideas concerning how the Cabinet serves our customers.

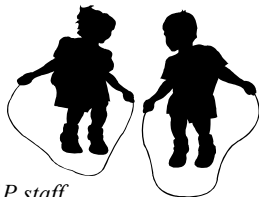
Next week's topic is "Keeping the 'showcase' feeling alive." Last year, all 16 regions hosted "showcases" – celebrations of CFS and its community successes. Since then, how have staff resolved to stay motivated with CFS? What activities/presentations that regions/counties staged at CFS kickoffs and showcases can they follow up or use at later gatherings to infuse staff with energy?

The discussion begins at 2 p.m. Eastern time. You'll have to register to post a comment or question. All staff can log onto the site to read comments, which will remain online for staff who can't attend the discussion.

The CFS Forum is at <http://cfc.state.ky.us/cfsforum/>.



Louisville Adoption Fair Set for Feb. 9



By Louisville SNAP staff

If you have ever considered adopting a child but didn't know how to begin or where to go for information, Feb. 9 is your big day. It is a "One Stop!" opportunity to talk to the professionals about every type of adoption available today to prospective parents.

The Louisville Adoption Fair will be held at the University of Louisville's Shelby Campus on Sunday, Feb. 9, from 1 to 4 p.m. Information will be available on every aspect of adoption and foster care - from eligibility and preparation to support services after the adoption is complete. Representatives from government agencies, private agencies and support groups will be on hand to hold workshops, answer questions, and hand out literature. The Shelby Campus is at the intersection of Shelbyville Road and N. Hurstbourne Parkway. Signs will direct you to the fair once you are on the Shelby Campus.

No matter what type of adoption may interest you - international adoption, private-agency, or state-agency adoption, infant adoption or adoption of older or medically fragile children - this group of professionals can provide the information you need. Prospective parents won't have to go from agency to agency for the big picture. Members of Adoption Support for Kentucky, a network of adoptive parents, will be available to provide information about adoption support groups and other help from within the community.

The Adoption Fair is sponsored by Wednesday's Child and the Kentucky Cabinet for Families and Children's Department for Community Based Services. CFC will hold follow-up meetings a week or so after the fair, and people who want to adopt children who are in the Cabinet's custody will be encouraged to attend for more information. The Cabinet is looking for safe, loving homes for more than 400

children who are older, are in sibling groups or have physical or emotional challenges.

The event comes at a time when both the federal government and Gov. Paul Patton are stressing the need to streamline the adoption process and recruit more adoptive parents.

"We know children are happier and healthier if they are swiftly placed in a permanent and loving home, and many families would be thrilled to adopt children who are waiting for these homes," said Judi Spooner, a specialist in CFC's Special Needs Adoption Program in Louisville and coordinator of the fair.

The Louisville fair follows similar events that were held in Lexington and Covington in November.

For more information, contact Judi Spooner or Jim Wilson at (800) 928-4303.

Bookmark the site, and don't forget to log on next Monday!

Official Child I.D. Cards now being issued

Kentucky now offers another means of protecting your child. Child Identification Cards, similar to the Kentucky driver's licenses, are now being issued for children under the age of 15.

The Kentucky Transportation Cabinet and local Circuit Clerks Offices have teamed to provide the ID cards. House Bill 106, sponsored by Representative Carolyn Belcher, called for their development.

The ID includes the child's full name, date of birth, and a description of the child. Addresses are not included on the card. Cards are only issued to children under the age of 15 and are good for four years. Those 15 and older are issued an "under 21" card. The cost is \$4.00 and cards can be purchased at the Circuit Clerk's Office in your home county. A birth certificate and social security card are required.

Belcher says she's very excited to see the Child Identification Cards available. "While prevention of child abduction is the ultimate goal, return of missing children is a priority with all agencies involved. I believe the Child Identification Cards will help facilitate measures in finding missing or abducted children."

The child ID program will work in conjunction with law enforcement agencies and the Missing Persons Clearinghouse and will allow law enforcement to obtain an image and description of a child who is missing.

According to National Center for Missing and Exploited Children, in 1999 there were 203,900 family abductions of children. None of the abductions resulted in death. 98% of the children returned home. There were about 58,200 non-family abductions. 99% returned home. Of the 58,200, 115 involved incidents of the child being kept overnight, held for ransom or killed and 60% were safely returned. Over 50% of kids taken in non-family abductions were taken from streets, vehicles, parks or wooded areas. 75% of those taken in family abductions were taken from a home or yard.

Unofficial child ID cards were issued by the Transportation Cabinet at the Kentucky State Fair in years past. Those cards will not be a part of the new child ID program, thus new cards will need to be issued to those children.

Travel staff processing additional requests



Each year at tax time, employees contact the Travel Section for copies of their vouchers for tax purposes. While travel staff try to be as accommodating as possible, employees should keep in mind that these requests take time away from processing travel payments. Your patience and understanding is very much appreciated.